

Vice President of Lending

In underserved communities nationwide, countless students are denied access to high-quality public education due to the lack of adequate facilities for charter schools. As Vice President of Lending for the Facilities Investment Fund at [Civic Builders](#) (Civic), one of the nation's leading nonprofit charter school lenders, you will play a pivotal role in breaking down this barrier. Your leadership will be instrumental in expanding our reach in priority markets and developing innovative strategies to bridge financing gaps, ensuring that more students have access to the education they deserve.

Reporting to the Chief Lending & Investment Officer, you will lead a six-person team through an exciting period of growth and drive \$100M in annual loan production, bringing accessible capital to schools across the US. You will also manage and oversee new loan products, including a \$5 million predevelopment loan fund with strategies to deploy predevelopment funds and support schools (including year 0 schools) with technical assistance as they move toward securing next-stage financing.

The [Facilities Investment Fund](#) is a groundbreaking partnership with the Walton Family Foundation, bringing \$300 million in affordable loan capital to finance facilities for high-performing, under-resourced public charter schools and networks nationwide. To date, the Fund has supported 24 schools and over 14,500 students. As Vice President of Lending, you will leverage your deep market presence to champion the Fund as a leader in the sector and represent the Fund nationally.

Key Focus Areas

- **Team Development.** Foster a collaborative, inclusive, and high-performance culture by providing targeted support, training, and professional development opportunities aligned with our mission. Mentor your team in best practices for underwriting, loan structuring, and construction financing while coaching them to streamline processes, accelerate momentum, and deliver results.
- **Leadership in Diversity, Equity, Inclusion, and Racial Justice (DEIRJ).** Incorporate DEIRJ principles into our daily operations, fostering a culture that promotes these values at all levels of the organization. Externally, collaborate with school leaders and others to identify the supports needed to create equitable learning environments for students of color and integrate these principles into our underwriting processes.
- **Loan Origination and Risk Management.** Ensure thorough financial analysis, due diligence, risk management, and structuring of facility financing requests under a "Schools First" vision, meeting schools where they are in their growth.
- **Strategic Planning and Market Analysis.** Work closely with senior leadership to execute annual goals and strategic plans. Advise on changes and impacts within the charter school sector landscape, trends in the market, and opportunities. Identify markets with unmet needs and actively engage schools, communities, and partners through targeted outreach.

- Lending Process Optimization. Work with the Chief Lending and Investment Officer and other staff on updates to refine loan policies, procedures, and templates; implement a Salesforce lending platform; and recapitalize the Fund. As needed, collaborate with the Head of Portfolio Management and the portfolio management team on amendments, workouts, reporting, and other assignments. Ensure compliance with all agreements and obligations.
- Stakeholder Engagement. Build and maintain strong relationships with community leaders, educators, and other stakeholders, advocate for inclusive lending practices, and actively participate in external collaboratives and industry groups.

Work Environment, Salary, and Benefits

- Civic is located in New York, NY, and has a hybrid/remote, collaborative work environment. Local NYC team members work two days on-site weekly and telework the rest of the week. The entire organization also meets quarterly for a week in NYC. This position may require additional in-office time for strategic planning with the senior leadership team. Some travel is required to visit school sites and represent the Fund at conferences.
- The budgeted salary range for this role is \$180K - \$200K with bonus eligibility. The salary offered will be commensurate with experience and location. We want you to be well and thrive. Our excellent benefits package includes medical, dental, and vision coverage, 4% employer match 401(k), and generous PTO.
- Additional benefits and perks include flexible spending accounts (FSA) and health savings accounts (HSA), short-term & long-term disability insurance, group term life insurance, commuter benefits program, 12 weeks paid parental/family leave, cell phone plan reimbursement and equipment replacement, professional development reimbursement, cell phone plan reimbursement and equipment replacement, home office setup, and social and educational outings.

Qualifications

- 10 years of experience in commercial real estate financing, with strong underwriting, loan structuring, and construction financing skills. A minimum of 7 years in charter school facility financing is preferred.
- Proven experience in managing and developing a team of underwriters, with a record of fostering individual growth and team success while driving the work.
- Familiarity with federal and state funding for charter schools and charter school operations and budgets. Proficient in charter school financials and real estate operations. Strong analytical skills and financial acumen.
- Demonstrated interest and strength in networking and forging relationships with partners and schools.
- Excellent writing and presentation skills. Proficiency in Excel and PowerPoint.

- Adaptable with the ability to manage competing priorities while maintaining organization and attention to detail.
- A passion for our mission to support high-quality education options and financial access for under-resourced communities with the ability to articulate that passion to a wide range of stakeholders, including partners, funders, and staff.
- A deep commitment to racial equity in practice and a drive to create equitable solutions with internal and external stakeholders.

About Us

Civic is one of the nation's leading nonprofit lender and developer, bringing high-quality education to students through the development of public charter schools. Since 2002, we have supported the growth of 83 schools nationwide, educating more than 42,500 students annually with a 90% graduation rate. We offer school facility development services, access to low-cost capital, and strategic advisory services to public charter schools. Our portfolio represents \$1.5 billion invested into under-resourced communities to ensure access to safe, positive, and student-centered learning environments.

To Apply

We encourage you to apply even if your experience is not a 100% match with the position description; we will consider people from a variety of backgrounds and career experiences. Simply email your resume to Aileen Hedden at resumes@staffingadvisors.com with "**Civic Builders – VP Lending #2024-2831 CW**" as the subject of the email.

Staffing Advisors is committed to reducing bias in every aspect of the hiring process. We have long recommended a competency-driven approach to hiring. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, veteran status, or any other basis protected by law.